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Defense Applicant Assistance Office (DAAO)

Prepared for

The Tidewater Human Resources Forum

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Topics

- History of DAAO
- Our Objective
- Five Program Elements
- How We Can Assist You

History

- Established in CPMS, January 2003
- Supports policies & programs of Deputy Under Secretary of Defense (Civilian Personnel Policy)
- Interacts with all DoD components and assists with their recruiting programs

Our Objective

To lead a Defense-wide campaign encouraging job seekers to select a public service career with the Department of Defense

Five Program Elements

- Marketing “DoD as Employer of Choice”
- DoD Recruiters Consortium
- Recruitment on Campus (ROC)
- Applicant/Candidate Assistance
- Interactive Web Information and Assista

Marketing
"DoD as Employer of Choice"

- **Develop and distribute marketing/recruiting materials**
- **Direct recruiting efforts to all levels of experience from entry level to interns to SES**
- **Established a Human Resources Student Career Experience Program (HRSCEP) to hire students from Gallaudet University into a Co-op Program**

Marketing (Continued)
"DoD as Employer of Choice"

- **Letters sent to:**
  - **Over 400 college/university Career Services Offices**
  - **Over 200 college/university Disability Coordinators**
- **Attend Diversity and Disability Conferences/Job Fairs to market DoD careers**
- **DoD Recruiters Consortium created – a partnership of DoD agencies that promotes**

DoD Recruiter's Consortium (Meets Monthly)

- A partnership of DoD agencies
- Consolidated corporate marketing campaign
- Design, develop and implement recruitment strategies
- Share recruiter's best practices
- Leverage resources

Recruitment on Campus (ROC)

- **Military Officers and Senior Executive Service members visit their alma maters**
  - **-- Provide information on Department of Defense career opportunities**

- **Department of Defense (DoD) HR professionals visit colleges and universities**
  - **-- Market DoD careers to students and career services**

Applicant Assistance

- Discuss job search process
- Provide information about DoD vacancies, occupations, missions
- Assist with questions, applications, forms, status of applications, explain DoD job terminology
- Provide a connection between job seekers & recruiters
- Support with LIVE PERSONAL ASSISTANCE via

Interactive Web Information and Assistance

- www.go-Defense.com
- daao@cpms.osd.mil
- 1-888-DoD-4USA
- TTY 703-696-5436 (Deaf and Hard of Hearing)

How We Can Assist You

- Post your vacancies on our website under “HOTJOBS
- Provide information to applicants about your vacancies
- Advocate changes in HR recruitment processes
- Recruitment on Campus (ROC) Initiative
- DAAO can partner with your agency to support vario recruiting events

Summary

- **DoD-wide marketing campaign to encourage individuals to chose DoD as their employer of choice**
- **Recruitment on Campus (ROC) Initiative**
- **DoD Recruiters Consortium**
- **DAAO serves the public by providing personal access to information about DoD jobs**
- **Partner with DAAO today**

Contact Us Today!

www.go-Defense.com

daao@cpms.osd.mil

1-888-DoD-4USA - TTY 703-696-5436

DoD: The "Employer of Choice" Support America's Defense Around the World !

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